



Columbus Police Department

2018 POLICE SURVEY



Where are we now?

<u>City Population:</u>	<u>202,824</u>
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Budgeted Police Officers:	488
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-Less Vacant Police Officer Positions:	84
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Other Budgeted Positions:	107
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Budgeted Positions

• Police Officers	268
• Corporals	117
• Sergeants	67
• Command Sergeants	3
• Lieutenants	19
• Captains	7
• Majors	5
• Deputy Chief of Police	1
• Chief of Police	1
	<hr/>
	488

Police Pay

- Starting Pay:

H.S. or GED	\$40,588
AA/S Degree	\$41,524
BA/S Degree	\$42,773
MA/S Degree	\$44,021

*Includes \$3,121.30 Lost and Education Incentive

Pay Supplements

• LOST Supplement	\$3,121.30
• Sign On Bonus	\$2,000.00
• Police Pay Reform (3 Yrs)	\$1,000.00
• Police Pay Reform (5 Yrs)	\$1,300.00
• Police Pay Reform(7 yrs & 5 yr of svc increments thereafter up to 30 yrs)	\$3,500.00
• Relocation-over 50 miles	\$1,000.00
• Education Pay (AA/S)	\$936.65
• Education Pay (BA/S)	\$1,248.52
• Education Pay (MA/S)	\$2,497.04
• POST Certified	\$2,400.00
• Military Incentive	\$1,200.00

*Other Benefits - Take Home Car

PROMOTION

- Corporal - 2 years of service, minimum of 63 semester hours or 90 quarter hours - appointed by the Chief of Police.
- Sergeant - 5 years of service, an Associate Degree and pass a written exam and an assessment center.
- Command Sergeant - appointed by the Chief of Police.
- Lieutenant - hold the rank of Sergeant, minimum of 3 years of service, Bachelor's Degree and pass a written exam and an assessment center.
- Captain - hold the rank of Lieutenant for a minimum of 2 years of service, Bachelor's Degree and pass an assessment center.
- Major and Assistant Chief- Master's Degree, appointed by the Chief of Police.
- Detectives / Investigators are equal to Corporal rank - DARE, GREAT, Motor Squad, *(an assignment to one of these units is not a promotion)*.

TURNOVER RATE 2009-2018

	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018
Hired	103	43	44	40	41	57	49	50	56	40
Retired	-7	-12	-12	-10	-14	-7	-13	-17	-10	-11
Resigned	-33	-21	-33	-36	-35	-31	-54	-61	-37	-43
Terminated	-6	-7	-1	-2	-3	-3	-1	0	0	-1
Deceased	0	0	0	0	-3	0	-1	0	0	-1
Net Total	57	3	-2	-8	-14	16	-20	-28	9	-16

FORMER OFFICERS

<u>LOCATION</u>	<u># of Emp</u>	<u>STARTING SALARY</u>
Columbus State University	1	\$34,000
Harris County Sheriff's Office	2	\$34,420
Muscogee County Marshal's Office	1	\$36,189
ATF (Alcohol, Tobacco, and Firearms)	1	\$33,839 - \$43,000
Unknown Agency in Florida	1	Unknown
Rutledge State Prison	1	\$27,936
Dept. of Motor Carrier through GSP	1	\$38,136 - \$41,949
Waverly Hall Police Department	1	\$28,080 - \$29,120
Pine Mountain Police Department	1	\$30,160

* Of the Police Officers who left the Columbus Police Department in the last year, 11 of them went to pursue other law enforcement jobs. One officer secured employment with an unknown agency / unknown state.

* Average tenure of a Police officer during that time period is 8 yrs and 3 months.

AGENCY SALARY & BENEFITS INFORMATION

CITIES/COUNTIES/ POPULATION	STARTING SALARY (HS/GED)	STARTING SALARY (AD)	STARTING SALARY (BD)	STARTING SALARY (MD)	PAY INCREASE AFTER MANDATE	ANNUAL PAY INCREASE	EMPLOYEE DEFINED BENEFITS CONTRIBUTION	SOCIAL SECURITY	SIGNING BONUS	TAKE HOME CAR	EDUCATION INCENTIVE	OTHER INCENTIVES
COLUMBUS, GA 202,824	\$40,588 PRE CERT. POST CERT. INCENTIVE \$2400	\$41,524 PRE CERT. POST CERT. INCENTIVE \$2400	\$42,773 PRE CERT. POST CERT. INCENTIVE \$2400	\$44,021 PRE CERT. POST CERT. INCENTIVE \$2400	NO	YES (LONGEVITY PAY AFTER 3YRS OF SVC)	YES	YES	\$2000 SIGNING BONUS PAID OVER 2 YEARS	YES, WITHIN CITY LIMITS	YES	LOST PAY - \$,3121.30, POLICE REFORM PAY FOR OFFICER WITH 3 - 30 YEARS OF SERVICE \$1,000 – \$3,500, UP TO \$1000 MOVING ALLOWANCE (50+ MILES).MILITARY INCENTIVE \$1,200 POST CERT. INCENTIVE \$2,400
ALBANY, GA 77,434	\$34,501	N/A	N/A	N/A	NO	NO	YES	YES	NO	Yes	NO	N/A
ALPHARETTA, GA 63,972	\$40,425	\$42,472	\$43,533	\$44,621	NO	DEPENDING ON EMPLOYEE PERFORMANC E EVALUATION RATING	NO	YES	YES	YES	YES	DOCTORATE DEGREE \$45,737 - PAY INCREASE BASED ON EXPERIENCE & EDUCATION. 457/401(a) CITY PAYS 10% INTO ACCOUNT, 457 PLAN CITY MATCHES DOLLAR FOR DOLLAR UP TO 5% PROVIDING EMPLOYEE CONTRIBUTES THAT AMOUNT
ATHENS-CLARKE CO, GA 120,938	\$36,669 NON-CERTIFIED \$39,844 CERTIFIED	\$37,869 AFTER AFTER 12 MOS \$44,034	\$39,069/AFTER 6 MOS \$40,445 AFTER 12 MOS \$41,821	NO	YES	YES	NO	YES	\$3000	YES, IF LIVE IN ATHENS- CLARKE	YES	2 YRS MILITARY \$600 3 YRS MILITARY \$900 4 YRS MILITARY 1200
ATLANTA, GA 456,002	\$40,000 PRE CERT..	\$41,400	\$42,800	N/A	YES	YES	YES	YES	NO	NO	YES	\$1000 RELOCATION ALLOWANCE, OT OPPORTUNITIES. TUITION REIMBURSEMENT & SCHOLARSHIP. THE ATLANTA POLICE FOUNDATION AND PEACHTREE PRESBYTERIAN CHURCH HAVE PARTNERED TO PROVIDE A \$100,000 LIFE INSURANCE POLICY FOR ALL SWORN ATLANTA POLICE DEPARTMENT OFFICERS
AUBURN, AL 62,118	\$43,863	N/A	\$45,178.38	N/A	NO	YES - 3 % EVERY YEAR	YES	YES	NO	NO	TUITION REIMBURSEME NT AFTER 6 MONTHS	TUITION REIMBURSEMENT \$100 PER MONTH FOR STUDENT LOANS (NEW OFFICERS)
AUGUSTA/RICHMOND CO 201,647	\$34,885	N/A	N/A	N/A	NO	NO	YES	YES	NO	YES	NO	N/A

AGENCY SALARY & BENEFITS INFORMATION

CITIES/COUNTIES/ POPULATION	STARTING SALARY (HS/GED)	STARTING SALARY (AD)	STARTING SALARY (BD)	STARTING SALARY (MD)	PAY INCREASE AFTER MANDATE	ANNUAL PAY INCREASE	EMPLOYEE DEFINED BENEFITS CONTRIBUTION	SOCIAL SECURITY	SIGNING BONUS	TAKE HOME CAR	EDUCATION INCENTIVE	OTHER INCENTIVES
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COBB CO 741,334	\$40,014 (\$41,614 AFTER 18 MONTHS)	N/A	N/A	N/A	NO	YES	YES	NO	YES	NO	YES	SHIFT DIFFERENTIAL PAY EVENING SHIFT RECEIVE .50 CENT AND MORNING SHIFT RECEIVE \$1.00
DEKALB CO. 730,000	\$39,296 NON CERT. CERT W/2+ YRS EXP. \$41,343	\$40,059	\$40,059	\$40,059	YES (4.2% INCREASE)	NO	YES	YES	NO	YES	YES	TUITION REIMBURSEMENT/ONE- TIME LUMP SUM OF \$5000 TO MASTER OFFICER W/5YRS SVC AND A 5% EDUCATIONAL INCENTIVE FOR NEW RECRUITS AND OFFICERS ABOVE RANK OF MASTER POLICE OFFICER
GWINNETT CO 920,260	\$35,049-NON-CERT. \$39,940- POST CERT.	\$36,100	\$37,152	N/A	NO	NO	YES	YES	NO	YES, WITHIN 15 MILES OF THE COUNTY	YES	FOR 2017, 3% EDUCATION INCENTIVE FOR ASSOCIATE'S DEGREE AND 6% FOR A BACHELOR'S DEGREE. ATTENDANCE INCENTIVE EACH QUARTER FOR EMPLOYEES WHO DO NOT USE SICK LEAVE. COUNTY CONTRIBUTE 7.0% TO EMPLOYEES RETIREMENT PLAN. EMPLOYEES CAN SELECT TO CONTRIBUTE 2.5%, 5.0% OR 7.5%. 457 DEFERRED COMPENSATION PLAN- IF AN EMP. CONTRIBUTE AT LEAST 2.5% OF PAY COUNTY CONTRIBUTE AN ADDITIONAL 1.0%. EMPLOYEE MEALS INCLUDED
JACKSONVILLE, FL 880,619	\$38,148 PRE CERT./HS WITH MILITARY OR LAW ENFORCEMENT EXP. \$40,320 POST CERT /HS WITH MILITARY OR LAW ENFORCEMENT EXP.	\$38,248	\$38,298	\$38,348	YES	YES - 6.5 % ON 10 /18 & 7% ON 10/19	YES, AFTER 10/1/17 EMPLOYEES WILL N LONGER BE ABLE TO GET INTO PROGRAM.	NO	NO	YES	YES	
MACON-BIBB COUNTY 155,547	\$31,969 PRE CERT. \$34,590 POST CERT	N/A	N/A	N/A	YES	NO	YES	YES	NO	YES	NO	

AGENCY SALARY & BENEFITS INFORMATION

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MOBILE, AL 195,111	\$31,679 \$5000 INCREASE AFTER 6 MOS PROBATIONARY PERIOD	N/A	N/A	N/A	NO	YES	YES	YES	NO	YES	YES	BUILD IN OVERTIME, PER DIEM TUITION REIMBURSEMENT
MONTGOMERY, AL 202,022	\$38,236 NON -CERTIFIED \$39,,456 CERTIFIED	N/A	1 STEP	2 STEP	YES	YES	YES	YES	NO	NO	YES	TUITION REIMBURSEMENT
ROSWELL, GA 100,000	\$35,000 PRE-CERTIFIED \$40,491P.O.S.T CERTIFIED	\$41,911	\$43,374	N/A	YES	NO	NO	YES	\$3000/NON CERTIFIED \$4000 CERTIFIED	YES	YES	TUITION REIMBURSEMENT 401(A) 1% EMPLOYER MATCH WHEN EMPLOYEE CONTRIBUTES 2% TO THEIR 457B PLAN. VISION, SHORT& LONG TERM PAID 100% BY EMPLOYER
SANDY SPRINGS, GA 93,853	\$41,00 PRE CERT \$43,160 CERT W/LESS THAN 2 YRS CERT W/ 2-3 YRS EXP. \$44,239 IS	CERT W/ 2-3YRS EXP \$45,345 CERT W/ 4+ YRS EXP \$47,736	CERT W/2-3 YRS EXP. \$46,479 CERT W/6 YRS EXP. \$51,002	N/A	NO	YES	NO	NO	NO	YES, WITH IN 20 MILES OF CITY LIMIT	YES	TUITION REIMBURSEMENT 401A & 401C CITY PAY 12% AND EMPLOYEES ARE ELIGIBLE TO RECEIVE AN ADDITIONAL MATCHING CONTRIBUTION OF UP TO 5%
SAVANNAH, GA 146,763	\$39,230	N/A	\$41,630	\$41,630	YES	YES	YES	YES	YES (\$1200 OUT OF STATE-\$2400 IN-STATE PRIOR LAW ENFORCEMENT	YES	YES	A BACHELOR'S OR HIGHER RESULTS IN \$2,400 INCENTIVE PAY. MILITARY, \$300 FOR EACH YEAR OF SERVICE UP TO 4 YEARS MAX OF \$1,200

AGENCY SALARY & BENEFITS INFORMATION

POPULATION 60,000 OR LESS

CITIES/COUNTIES/ POPULATION	STARTING SALARY (HS/GED)	STARTING SALARY (AD)	STARTING SALARY (BD)	STARTING SALARY (MD)	PAY INCREASE AFTER MANDATE	ANNUAL PAY INCREASE	EMPLOYEE DEFINED BENEFITS CONTRIBUTION	SOCIAL SECURITY	SIGNING BONUS	TAKE HOME CAR	EDUCATION INCENTIVE	OTHER INCENTIVES
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DUNWOODY, GA 46,267	\$43,200	\$44,450	\$46,950	N/A	NO	YES	NO	NO	\$2000	YES	YES	100% City-Paid Employee Medical, Dental, Employee Life/AD&D, Employee ST< Disability & Wellness Program. HOUSING REIMBURSEMENT
HARRIS CO 33,652	\$34,420	N/A	N/A	N/A	NO	YES	YES	YES	NO	YES	NO	100% CITY-PAID EMPLOYEE MEDICAL AND PENSION OR THE EMPLOYEE CAN CONTRIBUTE 1.5%
LAGRANGE, GA 30,771	\$43,992 NON- CERTIFIED \$44,617 P.O.S.T CERTIFIED	N/A	N/A	N/A	YES	YES 5% AFTER PASSING COOPER STANDARD TEST OR 3 % IF NO PASS	NO	YES	NO	NO	NO	401A EMPLOYER MATCH CITY PAID 100% RETIREMENT

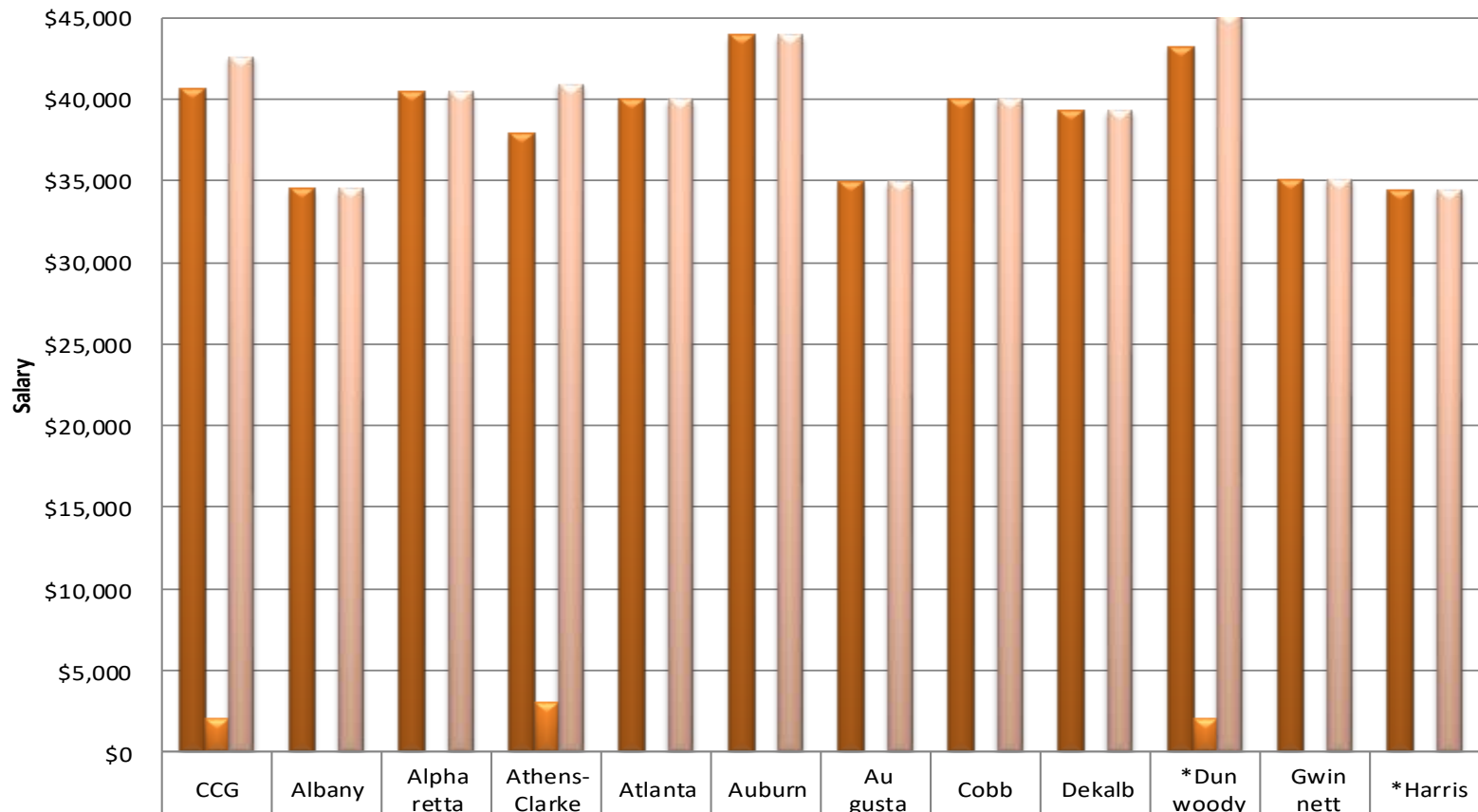
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LAWRENCEVILLE, GA 30,782	\$41,426	N/A	N/A	N/A	YES	YES	NO	YES	NO	YES, OUTSIDE CITY LIMIT WITH A FEE. FEE BASED ON DISTANCE FROM CITY LIMITS TO HOME.		EMPLOYER MATCH 401A, CITY PAYS POAB
MARIETTA, GA 60,000	\$37,577	\$39,462	\$41,334	\$42,574	NO	YES	YES	NO	NO	YES	YES	ADDITIONAL PAY FOR HAZARDOUS DUTY, SHIFT DIFFERENTIAL, SR. PATROL OFFICER, F.T.O., S.W.A.T AND ON CALL FOR COURT. THE CITY CONTRIBUTES 6.13% OF THE SALARY OF FULL- TIME EMPLOYEE INTO THE SUPPLEMENTAL PENSION PLAN IN LIEU OF PARTICIPATING IN SOCIAL SECURITY.
PHENIX CITY, AL 37,132	\$32,799	N/A	N/A	N/A	DEPENDS UPON MARKET PAY STUDIES DONE EVERY 3 RD YEAR AND THE DEFICITS (IF ANY) FOUND PER THOSE STUDIES	YES	YES	YES	NO	YES	NO	N/A

SALARY COMPARISON CHART I

Police Survey

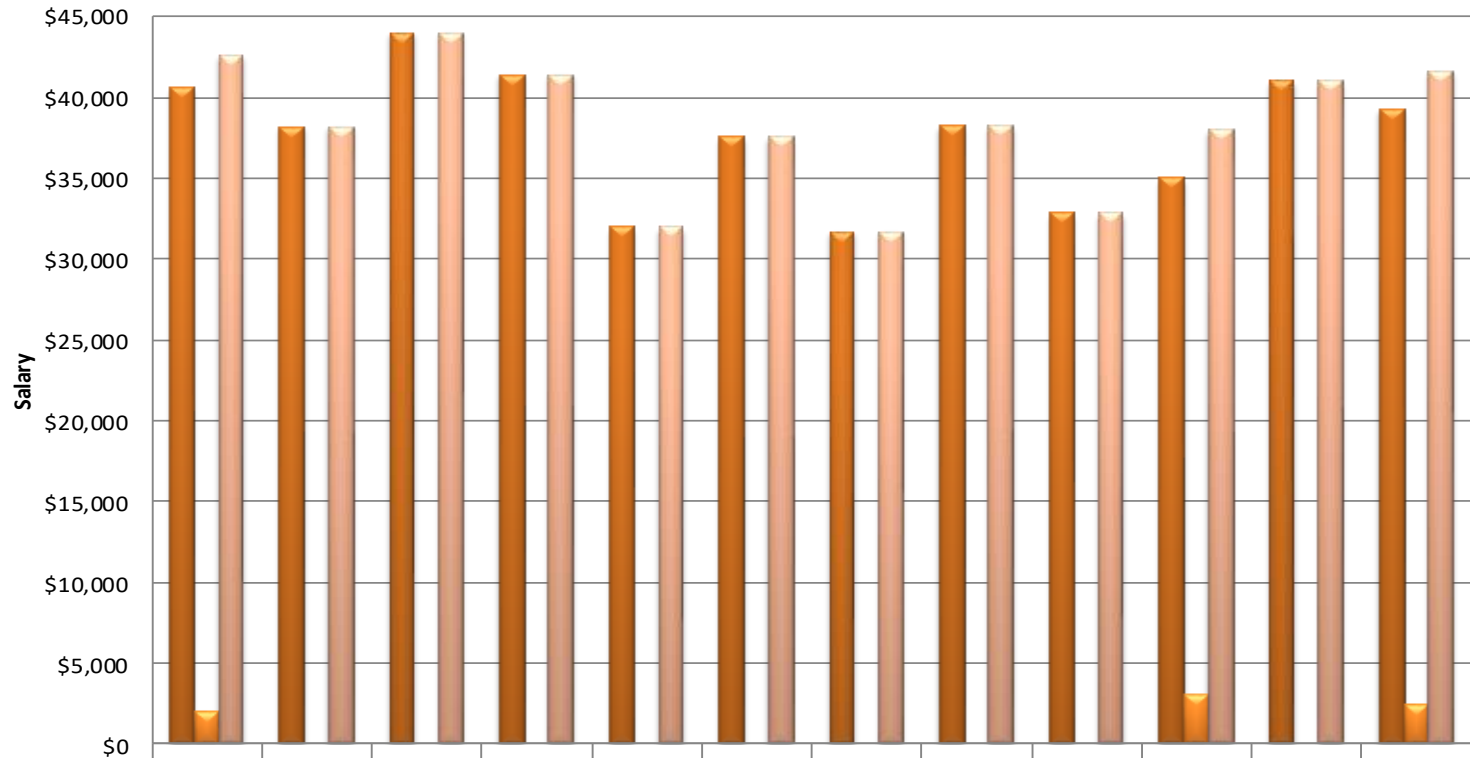


Starting Salary	\$40,588	\$34,501	\$40,425	\$37,869	\$40,000	\$43,863	\$34,885	\$40,014	\$39,296	\$43,200	\$35,049	\$34,420
Sign on Bonus	\$2,000	\$0.00	\$0.00	\$3,000	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$2,000	\$0.00	\$0.00
Gross Salary	\$42,588	\$34,501	\$40,425	\$40,869	\$40,000	\$43,863	\$34,885	\$40,014	\$39,296	\$45,200	\$35,049	\$34,420

*Population 60,000 or less

SALARY COMPARISON CHART I

Police Survey



Starting Salary	\$40,588	\$38,148	\$43,992	\$41,426	\$31,969	\$37,577	\$31,679	\$38,236	\$32,799	\$35,000	\$41,000	\$39,230
Sign on Bonus	\$2,000	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$3,000	\$0.00	\$2,400
Gross Salary	\$42,588	\$38,148	\$43,992	\$41,426	\$31,969	\$37,577	\$31,679	\$38,236	\$32,799	\$38,000	\$41,000	\$41,630

*Population 60,000 or less

AGENCY COMPARISON CHART I

COLUMBUS

ALBANY

ALPHARETTA

ATHENS-CLARKE

ATLANTA

AUBURN

POPULATION

202,824

77,434

63,972

120,938

456,002

62,118

BUDGETED OFFICERS

488

154

106

242

2000

100

OFFICER TO CITIZEN
RATIO

1 / 415.63

1/502.82

1/603.51

1/499.74

1/228.00

1/621.18

AGENCY COMPARISON CHART II

	COLUMBUS	AUGUSTA	COBB	DEKALB	*DUNWOODY	GWINNETT
POPULATION	202,824	201,647	741,334	730,000	46,267	920,260
BUDGETED OFFICERS	488	686	502	860	40	555
OFFICER TO CITIZEN RATIO	1 / 415.63	1/293.95	1/1476.76	1/848.84	1/1156.68	1/1658.13

*Population 60,000 or less

AGENCY COMPARISON CHART III

	COLUMBUS	*HARRIS	JACKSONVILLE	*LAGRANGE	*LAWRENCEVILLE
POPULATION	202,824	33,652	880,619	30,771	30,782
BUDGETED OFFICERS	488	43	1668	89	72
OFFICER TO CITIZEN RATIO	1 / 415.63	1/782.60	1 / 527.95	1/345.74	1/427.53

*Population 60,000 or less

AGENCY COMPARISON CHART IV

	COLUMBUS	MACON-BIBB	*MARIETTA	MOBILE	MONTGOMERY
POPULATION	202,824	155,547	60,000	195,111	202,022
BUDGETED OFFICERS	488	364	140	500	524
OFFICER TO CITIZEN RATIO	1 / 415.63	1/427.33	1/428.57	1/390.22	1/385.54

*Population 60,000 or less

AGENCY COMPARISON CHART V

	COLUMBUS	*PHENIX CITY	ROSWELL	SANDY SPRINGS	SAVANNAH
POPULATION	202,824	37,132	100,000	93,853	146,763
BUDGETED OFFICERS	488	95	140	127	538.25
OFFICER TO CITIZEN RATIO	1 / 415.63	1/390.86	1/714.29	1 /739	1/272.67

*Population 60,000 or less